

AMENDMENT TO AGREEMENT

Between

THE CITY OF NORTHFIELD

And

**NEW JERSEY STATE
POLICEMEN'S BENEVOLENT ASSOCIATION
MAINLAND LOCAL #77 (Northfield)**

January 1, 2014 through December 31, 2017

Draft Amendment – 2/20/15

Prepared By:

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AMENDMENT TO AGREEMENT BETWEEN THE NEW JERSEY POLICEMEN'S BENEVOLENT ASSOCIATION, MAINLAND LOCAL #77 (Northfield) AND THE CITY OF NORTHFIELD, COUNTY OF ATLANTIC, AND STATE OF NEW JERSEY, EFFECTIVE JANUARY 1, 2014 THROUGH DECEMBER 31, 2017.

The New Jersey Policemen's Benevolent Association, Mainland Local #77 (Northfield) and the City of Northfield, as a result of discussions and the need for modification, hereunto amend the 2014-2017 AGREEMENT, ARTICLE XII – SALARY, LONGEVITY AND OVERTIME - Section A; ARTICLE XV – HOSPITALIZATION INSURANCE – Section A; ARTICLE XIII – COMMENCEMENT DATE AND DURATION OF AGREEMENT – Section A; and APPENDIX “A” – SALARY SCHEDULES 2014-2017, which shall be effective as soon as possible following formal ratification by both parties and extending said Agreement through December 31, 2019.

All other language of the aforesaid 2014-2017 Agreement will continue in full force and effect without modification.

The City will take any necessary actions to effectuate this Amendment to the Agreement.

AMENDMENT TO AGREEMENT

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IN WITNESS WHEREOF, the parties hereto have caused this AMENDMENT TO AGREEMENT to be signed by their respective Representatives, witnessed, and their corporate seals to be placed hereon, on this 25th day of February, 2015.

CITY OF NORTHFIELD

By: 

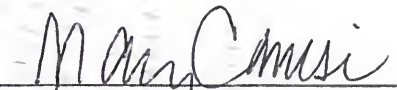
ERLAND CHAU
Mayor

NEW JERSEY POLICEMEN'S
BENEVOLENT ASSOCIATION
MAINLAND LOCAL #77

By:  2-25-15

RAY THERIAULT
Mainland PBA Local #77 President

WITNESS:



MARY CANESI
City Clerk

WITNESS:

 2/25/15

MICHAEL BUCCAFURNI
PBA Shop Steward

ARTICLE XII

SALARY, LONGEVITY AND OVERTIME

The fourth (4th) paragraph in Section A shall be amended to read as follows:

Step 7 of the 2013 salary guide shall become Step 11 with all employees on Step 7 in 2013 being moved to the new Step 11 on 1/1/14. The new Step 11 shall be increased over Step 7 in 2013 in each year of the Agreement as follows:

2014 – 1/1/14 – 2% across the board.

2015 – 1/1/15 – 2% across the board.

2016 – 1/1/16 – 2% across the board.

2017 – 1/1/17 – 2% across the board.

2018 – 1/1/18 - Step 11, Sergeant Step, Lieutenant Step and Captain Step shall increase by 2.0%. Steps Academy/Probation through Step 10 shall remain frozen.

2019 – 1/1/19 - Step 11, Sergeant Step, Lieutenant Step and Captain Step shall increase by 2.0%. Steps Academy/Probation through Step 10 shall remain frozen.

ARTICLE XV

HOSPITALIZATION INSURANCE

SECTION A shall be amended to read as follows:

A. The City shall continue to provide a health benefit program including hospitalization, medical treatment, major medical coverage, surgical fees and all other benefits currently included in the New Jersey State Benefits Program (SHBP) except for any employee contributions mandated by law or co-pays as determined by the insurance plan. Effective on the date as soon as possible following the ratification of this Amendment to the Agreement dated _____, 2015 by the parties, the base plan to be offered to employees by the City shall be the Direct 15 Plan. The City shall continue to offer the Direct 10 Plan as well as others available through the SHBP. If the employee selects a plan with a higher premium cost than the Direct 15 Plan, the difference in such premium shall be borne by the employee in equal payments through payroll deductions."

The City shall continue to provide the prescription plan in effect on February 20, 2015 as established under the SHBP. Employees will be subject to any co-payment established by the Prescription Drug Plan or under the medical coverage selected by the employee.

ARTICLE XXXII

COMMENCEMENT DATE AND DURATION OF AGREEMENT

SECTION A shall be amended to read as follows:

A. This Agreement shall be effective as of January 1, 2014 and shall remain in full force and effect until December 31, 2019, except that effective upon the signing of this Agreement, the salary for a new employee shall be pursuant to the Salary Schedules 2014-2019 set forth in Appendix "A".

APPENDIX A
SALARY SCHEDULES – 2014-2019

A. Employees shall receive annual salaries as follows:

| | Effective <u>1/1/14</u> | Effective <u>1/1/15</u> | Effective <u>1/1/16</u> | Effective <u>1/1/17</u> | Effective <u>1/1/18</u> | Effective <u>1/1/19</u> |
|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| Academy/ Probation (1 year) | \$35,153 | \$35,856 | \$36,573 | \$37,305 | \$37,305 | \$37,305 |
| Step 1 | 37,992 | 38,752 | 39,269 | 40,317 | 40,317 | 40,317 |
| Step 2 | 40,831 | 41,648 | 42,481 | 43,330 | 43,330 | 43,330 |
| Step 3 | 46,510 | 47,440 | 48,389 | 49,357 | 49,357 | 49,357 |
| Step 4 | 52,796 | 53,852 | 54,929 | 56,028 | 56,028 | 56,028 |
| Step 5 | 59,084 | 60,266 | 61,471 | 62,700 | 62,700 | 62,700 |
| Step 6 | 63,064 | 64,325 | 65,612 | 66,924 | 66,924 | 66,924 |
| Step 7 | 67,044 | 68,385 | 69,753 | 71,148 | 71,148 | 71,148 |
| Step 8 | 71,292 | 72,718 | 74,172 | 75,656 | 75,656 | 75,656 |
| Step 9 | 75,540 | 77,051 | 78,592 | 80,164 | 80,164 | 80,164 |
| Step 10 | 79,786 | 81,382 | 83,009 | 84,670 | 84,670 | 84,670 |
| Step 11 | 84,035 | 85,715 | 87,430 | 89,178 | 90,962 | 92,781 |
| SGT. | 89,746 | 91,541 | 93,371 | 95,239 | 97,144 | 99,087 |
| LT. | 97,147 | 99,090 | 101,072 | 103,093 | 105,155 | 107,258 |
| CAPT. | 101,968 | 104,008 | 106,088 | 108,210 | 110,374 | 112,582 |

Those employees on Step 7 in 2013 shall be placed on Step 11 effective 1/1/14.

02/20/15